

Learning and Growth



Purpose: Utilizing flexible approaches including train-the-trainer methods, online learning, and cohort-based supports, the Green House Project model of education equips organizations to impact daily practices to achieve and sustain the desired culture of relationship-rich, elder-directed living.



LEADERSHIP

Leaders in the Green House model cast the vision for the embodiment of the core values of Real Home, Meaningful Life and Empowered Staff. In blended education and project coaching sessions, the executive team creates the framework for the application of the Green House model, explores their responsibilities for an empowered workforce, and together with a multi-disciplinary team, creates practical and sustainable action plans for each site.

- Executive Leadership Visioning
- Strategic Action Planning



GREEN HOUSE MODEL

A foundation of the Green House model of eldercare is taught to all team members who work in the home or support the operation of the home. Rooted in the core values of Real Home, Meaningful Life and Empowered Staff, interactive courses engage the learners to explore the shifting of beliefs, behaviors, and systems that transform institutions to vibrant homes. The Green House approach to dementia care, Best Life is woven into Core Education.

- Intro to the Green House model
- Green House Educator train-the-trainer
- Core Education including Best Life for dementia care



COMMUNICATION

A team-based approach needs strong communication skills among all members. Essential elements of communication are explored such as the basics of active listening, the art of speaking, how to present issues to team members, and how to apply assertive communication to achieve team goals. The train-the-trainer approach ensures communication skills are taught to new team members and reinforced throughout the year. Further reinforcement occurs with a communication skills review in Core Education.

- Communicating for Success
- Core Education



ROLE SPECIFIC

Targeted training for specific roles ensures team members are equipped for new responsibilities. The Guide, a supervisor to the self-managed work team, is critical to the success of an empowered workforce and strong collaboration between hands-on care partners, nurses, and other clinical support team members. Additionally, the role of nurses in the home shifts with a balanced approach to clinical and whole person wellbeing. The education for the expanded role of the versatile worker begins in Core Education and continues in the inhouse training.

- Guide Training
- Role of Nurses Training
- Core Education
- Inhouse Training: Shahbazim coordinator roles, culinary skills, food safety, housekeeping, etc.



COACHING

Creating an empowered environment is fundamentally the work of leadership. Rooted in a coaching approach, supervisors and managers in the Green House model explore and develop a coaching skillset and mindset. Learners establish practices to embed a robust collaborative coaching culture into the fabric of the organization shifting from a telling to a coaching and shared decision making approaches.

- Coaching Approach to Leading Change
- Coaching for Partnership
- Leading Empowered Cultures (formerly Coaching for Supervision)
- Coaching Boosters